

SRS RECOMPETITION ACQUISITION STRATEGY SUMMARY

December 16, 2005

The Department has determined that the appropriate contracting strategy to replace the existing contract with Washington Savannah River Company (WSRC) is to award two separate contracts. The initial solicitation issued will be for all site work with the exception of the liquid waste and associate support portion of the current contract. That solicitation has been labeled as the Site Management and Operating Contract. The second solicitation to be issued will be for the liquid waste and associated support portion of the current contract work scope. Another aspect of the strategy will be for DOE to identify some discrete portions of soil and ground water/deactivation & decommissioning (SGW/D&D) work and award some additional DOE prime contracts, probably through use of the DOE Environmental Management SGW/D&D indefinite delivery/indefinite quantity (ID/IQ) contracts. All other SGW/D&D work will continue to be managed by the Site Management and Operating contractor.

DOE anticipates the need to extend the Liquid Waste and supporting activities portion of the existing contract with WSRC for a period of time in order to facilitate competition and will be processing the appropriate authorizations consistent with applicable statutes and regulations.

In relation to the Site Management and Operating Contract competition, with the exception of top managerial positions and consistent with the Department's practices, we expect that incumbent employees on the rolls and performing the work scope included in the new Site M&O contract will be employed by the successor contractor (subject to any future workforce restructuring activities). The new award will preserve continuity of employment with credit for prior length of service for incumbent employees under substantially equal conditions of employment. For incumbent employees performing work in the areas of liquid waste processing, tank closure, and associated support activities, the workforce restructuring framework will be described in the final Request for Proposal. Treatment of employment levels under the Liquid Waste contract will also be consistent with DOE practices, depending on the type of contract selected.

Additionally, some work scope will be included in a Task Order(s) under the Office of Environmental Management SGW/D&D Indefinite Delivery/Indefinite Quantity contract. When Task Orders are issued, specific instructions to the bidders on workforce management will be included.

After contract award for any of the above mentioned contracts, if the contractor(s) decides to decrease the size of its workforce by more than 100 employees within a year, they will be required to submit to the Department a workforce restructuring plan, subject to the Department's approval, prior to initiating any layoffs, voluntary separations, and/or early retirements. Employee separations will be consistent with applicable Departmental policy.

The Site Management and Operating (M&O) Contract and Liquid Waste RFP will reflect the Department's standard practice under which transferring incumbent employees would transition to employment under the new contract with equivalent pay. With respect to the pension plan component of the benefits package, the RFPs will make it clear that incumbent employees who are employed by the selected contractors under the new contracts will remain in their existing pension plan pursuant to plan eligibility requirements and applicable law, that is, "if you're in, you're in". However, the RFPs would also require the contractors selected for award to provide market based plans for new employees hired after award. With respect to medical benefits, the Department is currently assessing the policies and the RFPs will reflect or will be modified to reflect those policies as concluded by the Department.